

## E-Mail ALPERSRU AC/01

**Subj: CAREER SEA PAY REFORM**

- Ref:** (a) [ALCOAST 473/01](#)  
(b) [Source Data Automation II User Manual, HRSICINST M5231.2 \(series\)](#)  
(c) [U.S.C.G. Pay Manual \(COMDTINST M7220.29A\)](#)  
(d) [Personnel and Pay Procedures Manual, HRSICINST M1000.2 \(series\)](#)  
(e) [PMIS/JUMPS Analysis Manual, HRSICINST M5230.3 \(series\)](#)

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**Introduction** This e-mail ALPERSRU provides information and procedural guidance for implementing Career Sea Pay (CSP) Reform. CSP Reform was authorized in the FY 2001 National Defense Authorization Act (P.L. 106-398). Additional information may be found in reference (a).

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**Eligibility** Anyone receiving Career Sea Pay (CSP) as of October 1, 2001 will receive the new rates based on the new CSP Reform tables. HRSIC will automatically stop all CSP, as of September 30, 2001 and start the new CSP effective October 1, 2001. If a member became entitled to CSP on or after October 1, 2001 they will be paid the difference. The new rates are based upon the vessel type, member's pay grade and years of sea duty. A copy of the table is enclosed.

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**Non-Petty Officers** Prior to Career Sea Pay Reform, members in pay grades E-1 thru E-3 were not entitled to CSP. These members are now entitled to CSP. HRSIC will automatically start CSP for any eligible member who is currently attached to a CSP eligible unit. If the member was receiving Hardship Duty Pay-Location Phase I, HRSIC will stop it on the day prior to the CSP start.

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**Payment** Members will receive payment of the new CSP in their December end-month pay. The LES message will denote the start of CSP and notify them to check with their PERSRU to determine if they are now eligible for CSP-Premium.

Note: Previous restrictions on payment of CSP-Premium for pay grades E5-E9 with more than 5-years of sea time were eliminated under the new law.

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**SDA II  
Procedures**

Procedures for starting or stopping CSP have not changed. The P607, P625, and P620 transactions in reference (b) will work in the same manner as they do now. The system will automatically identify the amount of CSP based on the Dist/OPFAC entered on the start transaction.

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**Rate Protection  
(Grandfather  
Clause)**

A member will not receive less CSP under the new program than they were receiving on September 30, 2001. However, once they are permanently assigned to a non-CSP eligible unit or should they pass a longevity level where the new amount is greater than the grandfathered amount, they lose their grandfather eligibility.

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**Mobile Units**

Members assigned to Mobile Units [Law Enforcement Detachments (LEDETs), Tactical Law Enforcement Teams (TACLETs), Fleet Training Groups (FTGs), Cutter Support Teams (CSTs), and Shipboard Aviation Detachments (AVDETs)] are eligible for Level One CSP rates. Such members are not eligible for a higher CSP Level when temporarily performing duty on a Level Two or Level Three vessel. The procedures for mobile units on pages 6-C-6 thru 6-C-8 of reference (d) continue to apply.

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**CSP Premium**

Members who are currently receiving CSP and have 36 months of consecutive sea time are eligible for CSP-Premium. Previous restrictions to CSP-Premium for pay grades E5-E9 were eliminated under the new law. The PERSRU should review their member's sea time for all E4 and above to determine if the member is eligible for CSP-Premium per Chapter 4 Section C of reference (c). Members who are currently paid CSP-Premium will continue to receive CSP-Premium.

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**PERSRU  
Action**

As described above, additional members are eligible on or after October 1, 2001, to CSP-Premium. PERSRUs should submit start sea pay premium transactions on all eligible members who are not currently receiving CSP-Premium. When starting CSP-Premium use an effective TIME of 2330. The earliest these start CSP-Premium transactions should be approved in SDAII is on December 13, 2001 (the day after the December End Month Update on December 12, 2001).

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**Directives Affected**      The above provisions will be incorporated into the next changes to references (b), (d), and (e).

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**Questions**      Questions regarding payment of CSP should be directed to the [HRSIC \(MAS\)](#) Customer Service Team at 785-339-3540 (Option 2).

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**Released by**



**H. W. HEINEKEN**  
**Deputy Director**

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Encl: (1) U. S. Coast Guard Career Sea Pay (CSP) Tables Effective 1 October 2001

## U. S. Coast Guard Career Sea Pay (CSP) Tables Effective 1 October 2001

### Level 1 Table

Buoy Tenders, Construction Tenders, WPB, WIX, 140 WTGB, Harbor Tugs, CGC MACKINAW, Mobile Units\*

(\*) Law Enforcement Detachments (LEDETS), Tactical Law Enforcement Teams (TACLETS), Afloat Training Groups (ATGS), Cutter Support Teams (CSTS), Shipboard Aviation Detachments (AVDETS)

### Cumulative years of sea duty

[illegible]

## Level 2 Table

270' WMEC, 210' WMEC (see Level 3 exceptions)

### Cumulative years of sea duty

[illegible]

### Level 3 Table

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Polar Class WAGB, WHEC, CGC STORIS, CGC ACHUSNET, CGC ALEX HALEY, USN Exchange Program\*

(\*) Officers assigned to USN vessels.

### Cumulative years of sea duty

[illegible]

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ALCOAST 473/01

COMDTNOTE 7220

SUBJ: CAREER SEA PAY REFORM

A. TITLE 37 US CODE SECTION 305A

B. FY2001 NATIONAL DEFENSE AUTHORIZATION ACT (P. L. 106-398)

C. U. S. COAST GUARD PAY MANUAL, COMDTINST M7220.29A

1. THIS ALCOAST ANNOUNCES REFORM OF CAREER SEA PAY (CSP) EFFECTIVE 01 OCT 2001 IAW REFS A AND B. THE COMMANDANT HAS APPROVED NEW ENHANCED SEA PAY RATES AND EXPANDED CSP TO PAY GRADES E1 THROUGH O6 REGARDLESS OF YEARS OF SEA DUTY. THIS INITIATIVE WAS CAREFULLY DESIGNED TO ENCOURAGE OUR MEN AND WOMEN TO SEEK ASSIGNMENTS AFLOAT. THIS INCENTIVE IS AN ESSENTIAL FACTOR IN MAINTAINING COAST GUARD READINESS, FOR IT WILL HELP US BUILD THE SEAGOING EXPERTISE NEEDED TO SUPPORT OUR NATION'S MILITARY, MULTIMISSION AND MARITIME STRATEGIES WELL INTO THE 21ST CENTURY. FURTHERMORE, THIS IMPROVED ENTITLEMENT WILL HAVE AN IMMEDIATE AND POSITIVE FINANCIAL IMPACT ON THE PERSONNEL WHO PROUDLY SERVE AMERICA AND THE COAST GUARD AT SEA.

2. WORKING IN PARTNERSHIP, AREA OPERATIONAL FORCES STAFFS, HQ PROGRAM MANAGERS, AND THE MCPO-CG DEVELOPED A TIERED DISTRIBUTION THAT WILL BE EVALUATED TRIENNIALLY BY A BOARD PROCESS SIMILAR TO THE SRB PANEL. CSP IS NOW BASED UPON THREE FACTORS: DESIRABILITY OF ASSIGNMENT AND OTHER CONTRIBUTING FACTORS, RANK/RATE, AND CUMULATIVE YEARS OF SEA DUTY (YOSD).

A. LEVEL ONE CSP RATES ARE PAYABLE TO ELIGIBLE PERSONNEL ASSIGNED TO ALL BUOY AND CONSTRUCTION TENDERS, ALL WPBS, ALL WIXS, ALL WTGBS, ALL WYTLS, CGC MACKINAW, AND MOBILE UNITS (LA W ENFORCEMENT DETACHMENTS, TACTICAL LAW ENFORCEMENT TEAMS, AFLOAT TRAINING GROUPS, CUTTER SUPPORT TEAMS, ELECTRONIC SUPPORT DETACHMENT TEAMS, SHIPBOARD AVIATION DETACHMENTS).

B. LEVEL TWO CSP RATES ARE PAYABLE TO ELIGIBLE PERSONNEL ASSIGNED TO ALL 210-FOOT AND 270-FOOT WMECS.

C. LEVEL THREE CSP RATES ARE PAYABLE TO ELIGIBLE PERSONNEL ASSIGNED TO ALL POLAR CLASS WAGBS, ALL WHECS, OTHER SPECIFIED WMECS (CGC STORIS, CGC ACUSHNET, AND CGC ALEX HALEY), AND CG OFFICERS ASSIGNED TO NAVAL VESSELS UNDER THE NA VY EXCHANGE PROGRAM.

D. THE LENGTH OF THE CAREER SEA PAY CHARTS PRECLUDES THEIR INCLUSION WITH THIS MESSAGE. THEY MAY BE VIEWED AT [HTTP://WWW.USCG.MIL/HQ/G-W/G-WPM/CSEAPAY.HTM](http://www.uscg.mil/hq/g-w/g-wpm/cseapay.htm). COPIES OF THE NEW CSP RATE TABLES ARE AVAILABLE VIA FAX BY CALLING 202-267-0935 OR 1-800-432-2282 AND FOLLOWING THE INSTRUCTIONS FOR "FAX ON DEMAND." YOU WILL BE ASKED TO PROVIDE THE PHONE NUMBER OF THE FAX MACHINE TO WHICH YOU WANT DOCUMENT NUMBER 7220 SENT. COMLANTAREA AND COMPACAREA CUTTER FORCES DIVISIONS ARE REQUESTED TO FORWARD NEW CSP RATES TO DEPLOYED UNITS VIA E-MAIL, USING TABLES PROVIDED BY SEPCOR.

3. THE FOLLOWING SUPERCEDES THE INDICATED PARAGRAPHS OF SECTION 4-B TO REF C:

A. PARAGRAPH 4-B-1 IS CHANGED TO READ: "4-B-1. AUTHORITY. CAREER SEA PAY (CSEAPAY) IS AUTHORIZED FOR ELIGIBLE OFFICER AND ENLISTED PERSONNEL EFFECTIVE 1 OCT 2001 BY TITLE 37 U.S.C., SECTION 305A, AS AMENDED BY THE FY2001 NATIONAL DEFENSE AUTHORIZATION ACT (P.L. 106-398)."

B. PARAGRAPH 4-B-2 IS CHANGED TO READ: "4-B-2. DEFINITION OF

CAREER SEA PAY. CSEAPAY IS A SPECIAL PAY AUTHORIZED FOR ALL MEMBERS IN PAY GRADES E-1 THROUGH O-6. ELIGIBLE MEMBERS MUST BE PERMANENTLY OR TEMPORARILY ASSIGNED FOR DUTY TO A VESSEL, SHIP-BASED STAFF (INCLUDING A MOBILE UNIT), OR SHIP-BASED AVIATION UNIT PURSUANT TO ORDERS ISSUED BY COMPETENT AUTHORITY AND THE VESSELS/UNITS PRIMARY MISSION MUST BE ACCOMPLISHED UNDERWAY. CSEAPAY ENTITLEMENTS MAY DIFFER FOR CERTAIN MULTIPLE-CREWED OR AUGMENTED-CREWED CUTTERS BASED ON UNIT OPERATIONAL DESIGNATIONS, AVAILABLE SUPPORT FACILITIES AND OTHER PAY AND ALLOWANCE ENTITLEMENTS OF ASSIGNED PERSONNEL."

C. PARAGRAPH 4-B-8 IS CHANGED TO READ: "4-B-8. RATES PAYABLE AND CONDITIONS OF ENTITLEMENT. SPECIAL PAY FOR CAREER SEA DUTY IS PAYABLE AT THE NEW AUTHORIZED RATES EXCEPT IN CASES WHERE A MEMBER ASSIGNED TO A CSP-ELIGIBLE VESSEL ON 30 SEP 2001 OR EARLIER WOULD RECEIVE LESS CSEAPAY ON 01 OCT 2001 THAN TO WHICH ENTITLED ON 30 SEP 2001. IN SUCH CASES, ELIGIBLE MEMBERS ARE GRANDFATHERED TO THE RATES PAYABLE UNDER FIGURE 4-4 OF REF C UNTIL SUCH TIME AS THEY BECOME ENTITLED TO A HIGHER AMOUNT OF CSEAPAY IAW RATES EFFECTIVE 01 OCT 2001. SPECIAL PAY FOR CAREER SEA DUTY IS PAYABLE TO ELIGIBLE MEMBERS WHO PERFORM DUTY UNDER ORDERS ISSUED BY COMPETENT AUTHORITY SUBJECT TO THE CONDITIONS IN FIGURE 4-5 OF REF C."

4. HRSIC IS INCORPORATING THE NEW CSP RATES AND PAYMENTS WILL BE MADE TO AFFECTED MEMBERS BY THE END OF THE DEC 2001 PAY CYCLE, WITH PAYMENTS RETROACTIVE TO 01 OCT 2001.

5. CSP PREMIUM (CSPP) REMAINS AT 100 DOLLARS PER MONTH AND IS PAYABLE WHEN AN INDIVIDUALS SEA DUTY COUNTER INDICATES MORE THAN 36 CONSECUTIVE MONTHS OF SEA DUTY AND ONLY FOR PERIODS IN WHICH THE MEMBER IS ENTITLED TO CSP. THE PROVISIONS OF SECTION 4-C TO REF C REMAIN IN EFFECT.

6. SECTION 4-B TO REF C WILL BE UPDATED AND, UNTIL FINAL REVISION IS PUBLISHED, REMAINS THE GOVERNING REGULATION EXCEPT AS NOTED ABOVE.

7. INTERNET RELEASE AUTHORIZED.

8. RADM F. L. AMES, ASSISTANT COMMANDANT FOR HUMAN RESOURCES, SENDS.

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